

**ROLE TITLE: TEAM LEAD****TEAM: RANGERS****DEPARTMENT: HEALTH AND SAFETY****DESCRIPTION**

Rangers are participants at Underland who encourage self reliance, individual accountability, and shared responsibility. Rangers mediate situations involving citizens, Common Arts Victoria, and/or cooperating agencies. When circumstances dictate, Rangers act to uphold the principles of our community.

Day or night, pairs of Rangers can be found walking about Underland engaging with the community, enjoying the art, and always ready to help sort things out.

Rangers act as non-confrontational community mediators, providers of reliable information, facilitators of public safety, and navigators at the edge of chaos.

**PURPOSE**

Rangers Leads have demonstrated significant responsibility, reliability and professionalism during previous events, and who value the safety and well-being of their fellow participants. They are people whom the community and event organisers entrust with our safety.

As Team Lead, you are the go-to for Dispatch when additional support is required to address the myriad of incidents that can occur during the event. Leader deals with high level escalations including disputes, non-consensual behaviour, gate crashers, or violence or abusive conduct.

**RELATIONSHIPS**

- Health and Safety Coordinator
- Sanctuary, Medical Team, Security Team
- Crew Wranglers
- Fire Safety team

**TIME COMMITMENT**

- **Year Round:**  
1 hour per week
- **On Site:**  
Minimum of 3 x 4-hour shifts. Four shifts would be extremely desirable, and five or more would be exceeding expectations.
- **Post-event:** Nil

**RESPONSIBILITIES****Year Round:**

- Provide general leadership for the Rangers department
- Develop and implement key policies and procedures
- Respond to requests for advice from other departments as necessary
- Develop and run Ranger training
- Ad hoc administration as necessary

**On site**

- Be available and on call for assigned shift, and to not be impaired in any way.
- Provide advice and support to Dispatch
- Respond to support Rangers to support and mentor wherever possible
- Take instruction from Dispatch, as well as responding to incidents if the situation is beyond mentoring
- Escalation of incidents to Dispatch, as well as escalation to appropriate teams such as Medical, Sanctuary, Security etc
- Embody the Ranger spirit, promote the importance of Rangers and be on the lookout for new recruits

**NECESSARY QUALITIES**

- Exemplary written and verbal communication skills
- The ability to function effectively day and night, and able to quickly answer a call to action.
- Ability to extract one's self from an incident that is beyond your ability or jurisdiction and call for support before injury or impairment has occurred.
- Excellent understanding of the Rangers role as well as adjacent Safety groups
- Confident use of a radio and understanding of radio protocol

**DESIRABLE QUALITIES**

- A dedicated enthusiasm in what the Ranger Team does for our community.
- Background and/or training in mediation, conflict resolution and/or crowd control.
- Would suit individual with background in SES, People Management, motivational speaking.
- A desire to obtain more experience in Rangering through attending other Regionals in a Ranger or Ranger Support Capacity.

**How to Join:** Email [crew@commonarts.org.au](mailto:crew@commonarts.org.au) to express interest.